



# State of Nebraska

## NEBRASKA EQUAL OPPORTUNITY COMMISSION

### NEBRASKA EQUAL OPPORTUNITY COMMISSION MEETING OF JULY 18, 2014

Chairperson Jeffries called the meeting to order in Omaha, Nebraska at 9:10 a.m. on July 18, 2014. It was established after a roll call that there was a quorum.

#### I. ROLL CALL

##### *Commissioners Present*

Royce Jeffries, Chairperson  
Bette Trumble  
Arnold Nesbitt

Kristin Yates, Vice Chairperson  
Eric Drumheller  
Rita Griess

##### *Staff Present*

Barbara Albers, Executive Director  
Paula Gardner, Unit Director  
Shelley Foss, Investigator III

Gretchen Eure, Unit Director  
Cat Souliere, Staff Assistant  
Leslie Luft, Staff Assistant

#### II. AFFIDAVIT OF PUBLICATION

The Affidavit of Service from the Lincoln Journal Star was read to show that the public was made aware of the July 18, 2014 Commission meeting.

#### III. APPROVAL OF MINUTES

Commissioner Yates moved to approve the May 16, 2014 Commission meeting minutes.

Commissioner Drumheller seconded the motion.

ROLL CALL:      Ayes:      Jeffries, Yates, Trumble, Drumheller  
                      Nayes:  
                      Abstained:      Griess, Nesbitt  
                      Motion Carried

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Commission Meeting Minutes

July 18, 2014

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Commissioner Yates moved to approve the June 20, 2014 Commission meeting minutes.  
Commissioner Drumheller seconded the motion.

ROLL CALL:           Ayes:     Jeffries, Yates, Trumble, Drumheller  
                          Nayes:  
                          Abstained:   Nesbit  
                          Motion Carried

IV.     ADDITIONS OR CORRECTIONS

None at this meeting.

V.      PUBLIC INPUT (Non Case)

Limit of 5 minutes per person for a total of a 30 minute session.

None at this meeting.

VI.     INTRODUCTION TO PUBLIC INPUT (Agenda Cases)

The cases wherein a party to the case was present were moved to the front of the agenda under  
Section VII. CASE DISPOSITIONS.

VII.    CASE DISPOSITIONS

NEB 2-13/14-12-44364 (Complainant was present)  
Commissioner Nesbitt moved for no reasonable cause.  
Commissioner Jeffries seconded the motion.

ROLL CALL:           Ayes:     Jeffries, Yates, Trumble, Drumheller, Nesbitt, Griess  
                          Nayes:  
                          Abstained:  
                          Motion Carried

NEB 2-12/13-5-43858 (Complainant was present)  
Commissioner Griess moved for no reasonable cause.  
Commissioner Nesbitt seconded the motion.

ROLL CALL:           Ayes:     Jeffries, Yates, Trumble, Drumheller, Nesbitt, Griess  
                          Nayes:  
                          Abstained:  
                          Motion Carried

NEB 1-13/14-12-44530 (Complainant was present)  
Commissioner Trumble moved for no reasonable cause.  
Commissioner Yates seconded the motion.

ROLL CALL:           Ayes:     Jeffries, Yates, Trumble, Drumheller, Nesbitt, Griess  
                          Naves:  
                          Abstained:  
                          Motion Carried

NEB 1-13/14-1-44605 (Respondent was present)  
Commissioner Drumheller moved for no reasonable cause.  
Commissioner Trumble seconded the motion.

ROLL CALL:           Ayes:     Jeffries, Yates, Trumble, Drumheller, Nesbitt, Griess  
                          Naves:  
                          Abstained:  
                          Motion Carried

NEB 1-13/14-2-44652 (Respondent was present)  
Commissioner Nesbitt moved for no reasonable cause.  
Commissioner Drumheller seconded the motion.

ROLL CALL:           Ayes:     Jeffries, Yates, Trumble, Drumheller, Nesbitt, Griess  
                          Naves:  
                          Abstained:  
                          Motion Carried

NEB 1-13/14-1-44636 (Complainant was present)  
Commissioner Nesbitt moved for no reasonable cause.  
Commissioner Trumble seconded the motion.

ROLL CALL:           Ayes:     Jeffries, Yates, Trumble, Drumheller, Nesbitt, Griess  
                          Naves:  
                          Abstained:  
                          Motion Carried

NEB 1-13/14-3-2912-H (Respondent was present)  
Commissioner Nesbitt moved for reasonable cause.  
Commissioner Trumble seconded the motion.

ROLL CALL:           Ayes:     Jeffries, Yates, Trumble, Drumheller, Nesbitt, Griess  
                          Naves:  
                          Abstained:  
                          Motion Carried

The Commission took a short break.

NEB 2-13/14-1-2892-H (Respondent was present)  
Commissioner Drumheller moved for no reasonable cause.  
Commissioner Nesbitt seconded the motion.

ROLL CALL:           Ayes:     Jeffries, Yates, Trumble, Drumheller, Nesbitt, Griess  
                          Nayes:  
                          Abstained:  
                          Motion Carried

NEB 1-13/14-4-2933-PA (Respondent was present)  
Commissioner Nesbitt moved for no reasonable cause.  
Commissioner Jeffries seconded the motion.

ROLL CALL:           Ayes:     Jeffries, Yates, Trumble, Drumheller, Nesbitt  
                          Nayes:  
                          Abstained:     Griess  
                          Motion Carried

NEB 2-13/14-4-2922-H (Complainant was present and had a statement read)  
Commissioner Nesbitt moved for no reasonable cause.  
Commissioner Griess seconded the motion.

ROLL CALL:           Ayes:     Jeffries, Yates, Trumble, Drumheller, Nesbitt, Griess  
                          Nayes:  
                          Abstained:  
                          Motion Carried

NEB 1-13/14-4-2923-H (Complainant was present)  
Commissioner Nesbitt moved for no reasonable cause.  
Commissioner Drumheller seconded the motion.

ROLL CALL:           Ayes:     Jeffries, Yates, Trumble, Drumheller, Nesbitt, Griess  
                          Nayes:  
                          Abstained:  
                          Motion Carried

NEB 1-13/14-4-2924-H (Complainant was present)  
Commissioner Yates moved for no reasonable cause.  
Commissioner Drumheller seconded the motion.

ROLL CALL:           Ayes:     Jeffries, Yates, Trumble, Drumheller, Nesbitt, Griess  
                      Nayes:  
                      Abstained:  
                      Motion Carried

NEB 2-13/14-11-44348  
NEB 1-13/14-1-44604  
NEB 3-13/14-11-44440  
NEB 1-13/14-4-2927-PA  
NEB 1-13/14-4-2930-PA  
NEB 1-13/14-5-2941-PA  
NEB 2-13/14-2-44584  
NEB 1-13/14-1-44542  
NEB 1-13/14-1-44625  
NEB 1-13/14-3-44813  
NEB 2-13/14-7-44109  
NEB 1-13/14-5-2939-PA  
NEB 2-13/14-2-2903-H  
NEB 1-13/14-3-2913-H  
NEB 1-13/14-4-2924-H

Commissioner Jeffries moved for no reasonable cause on the above cases.  
Commissioner Griess seconded the motion.

ROLL CALL:           Ayes:     Jeffries, Yates, Trumble, Drumheller, Nesbitt, Griess  
                      Nayes:  
                      Abstained:  
                      Motion Carried

#### VIII.    SUCCESSFUL AGREEMENTS

NEB 1-13/14-2-44649  
NEB 1-13/14-5-2945-H  
NEB 1-13/14-6-2955-H  
NEB 1-13/14-6-2957-H

Commissioner Jeffries moved to adopt the agreements.  
Commissioner Nesbitt seconded the motion.

ROLL CALL:           Ayes:     Jeffries, Yates, Trumble, Drumheller, Nesbitt, Griess  
                      Nayes:  
                      Abstained:  
                      Motion Carried

IX. ADMINISTRATIVE ACTIONS

A. WITHDRAWAL

NEB 1-13/14-6-2954-PA  
NEB 1-13/14-4-2938-H

Commissioner Jeffries moved to administratively close the above cases due on withdrawal by the complainant.  
Commissioner Nesbitt seconded the motion.

ROLL CALL:           Ayes:     Jeffries, Yates, Trumble, Drumheller, Nesbitt, Griess  
                          Naves:  
                          Abstained:  
                          Motion Carried

B. EEOC

NEB 1-13/14-7-44174  
NEB 1-13/14-9-44257

Commissioner Jeffries moved to adopt the findings of the EEOC.  
Commissioner Yates seconded the motion.

ROLL CALL:           Ayes:     Jeffries, Yates, Trumble, Drumheller, Nesbitt, Griess  
                          Naves:  
                          Abstained:  
                          Motion Carried

C. OTHER

NEB 1-13/14-6-44954

Commissioner Jeffries moved to administratively close the above case.  
Commissioner Trumble seconded the motion.

ROLL CALL:           Ayes:     Jeffries, Yates, Trumble, Drumheller, Nesbitt, Griess  
                          Naves:  
                          Abstained:  
                          Motion Carried

X. CONCILIATION

NEB 3-13/14-8-44224

Commissioner Jeffries moved to adopt the recommendations of the Director of Conciliations.  
Commissioner Nesbitt seconded the motion.

ROLL CALL:           Ayes:     Jeffries, Yates, Trumble, Drumheller, Nesbitt, Griess  
                          Nayes:  
                          Abstained:  
                          Motion Carried

XI. CONCILIATION CASES TO BE CONSIDERED FOR PUBLIC HEARING

None at this time.

XII. PUBLIC HEARING

None at this time.

XIII. CIVIL ACTION

None at this time.

XIV. BUSINESS

1. Update on Security

Director Albers informed the Commission that, after the meeting, she and the Business Manager will be meeting with the Omaha Building Manager to look at office spaces in the Omaha office building. Moving the Omaha office in the same building will not be an impact to the budget.

For the Lincoln office; the extra security measures are moving slowly. The first thing to be done will be the reception area window.

2. Investigator Vacancy

Director Albers told the Commission that there is an opening for an investigator in the housing unit. It has been posted internally and will now be posted externally.

3. Federal Funds Carryover

Commissioner Drumheller moved to approve the carryover of Federal Funds.  
Commissioner Jeffries seconded the motion.

ROLL CALL:           Ayes:     Jeffries, Yates, Trumble, Drumheller, Nesbitt, Griess  
                          Nayes:  
                          Abstained:  
                          Motion Carried

4. Previous Month's Budget Reports

Commissioner Nesbitt moved to approve and accept the previous month's budget reports.  
Commissioner Griess seconded the motion.

ROLL CALL:           Ayes:     Jeffries, Yates, Trumble, Drumheller, Nesbitt, Griess  
                          Nayes:  
                          Abstained:  
                          Motion Carried

XV.    ADJOURNMENT

Commissioner Jeffries moved to adjourn July 18, 2014 Commission meeting at 12:20 p.m.  
Commissioner Yates seconded the motion.

ROLL CALL:           Ayes:     Jeffries, Yates, Trumble, Drumheller, Nesbitt, Griess  
                          Nayes:  
                          Abstained:  
                          Motion Carried



Respectfully submitted,



Leslie A. Luft  
Staff Assistant

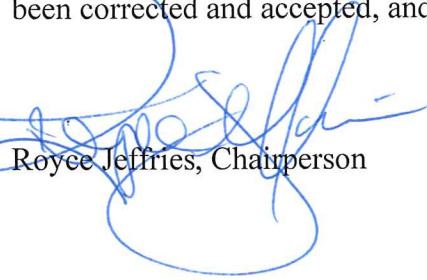
July 18, 2014  
Date



Barbara Albers  
Executive Director

7-21-2014  
Date

The Minutes of the Nebraska Equal Opportunity Commission meeting of July 18, 2014 have been corrected and accepted, and henceforth approved on this date.



Royce Jeffries, Chairperson

8-22-14  
Date